OAG Worldwide Ltd
(OAG)

Equality and Diversity
OAG Equality & Diversity Statement
Version: 1.0

1. OAG Policy

OAG is dedicated to promoting the values of diversity, equity and inclusion in the workplace. We encourage a supportive and inclusive culture and aim to continually promote diversity and eliminate discrimination. We are committed to providing an environment where people can thrive, feel a sense of belonging and celebrate diversity.

Diversity, equity, and inclusion are at the heart of everything we do including recruitment, training, career progression, and professional development. We are transparent about how we are performing and we own our shortcomings as readily as we do our successes. We treat each other fairly and the contribution of everyone is recognized and valued. We do not accept any form of bullying, intimidation, or discrimination - this applies as much to ourselves as it does to the people we work with. Our workplaces promote dignity and respect for every employee.

Everyone plays a part in ensuring we hold ourselves accountable for meeting and promoting our values of diversity, equity and inclusion. Our representative working group meets monthly to monitor our performance, promote our values and keep our policies relevant and fresh.

How we impact the world – both locally and globally – matters to us. Doing the right thing is as important as doing good business and our values define how we engage with suppliers, customers, and communities.

Our statement can be viewed publicly on: https://www.oag.com/diversity-equity-inclusion

2. Gender Diversity

As 31 May 2023, our gender diversity was as follows:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
<th>Percentage of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>96</td>
<td>47%</td>
</tr>
<tr>
<td>Female</td>
<td>109</td>
<td>53%</td>
</tr>
</tbody>
</table>

3. Disability

We have 3 employees who declared having a disability, at the time of commencing employment by OAG. However, we do not, and are not required by law, to record or disclose this information, and as such we do not record any change in the status of these or any other employees.

Reviewed and approved

Ben Hollins
Chief Operating Officer

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